



## Ministerial Decision

The Minister of Human Resources and Social Development,

In exercise of the powers duly conferred upon him,

Having reviewed Article (11 bis) and Article (36) of the Labor Law promulgated by the Royal Decree No. (M / 51) of 23 / 08 / 1426 H, as amended; pursuant to the "Saudization" initiative; one of the Ministry's initiatives announced on 20 / 01/ 1440 H and considering the requirements of the public interest,

Hereby decides as follows

1. The Saudization rates set out below shall apply to the advisory professions listed in the operational guide, for all the establishments operating in the field of advisory services and business that are covered under the business services activity as follows

Saudization ratios for the first stage Starting on 15 / 09 / 1444 H	35%
Saudization ratios for the second stage Starting on 15 / 09 / 1445 H	40%

2. This Decisions shall be implemented in conjunction with the previous ministerial decisions on Saudization and the regulation of the labor market. In case of a difference in the Saudization ratios, the higher ratio shall prevail.
3. The Ministry shall take all the necessary actions to ensure the establishments adherence to the implementation of this Decision. The penalties prescribed in the schedule of violations and penalties of the Ministerial Decision No. (92768) of 05 / 05 / 1443 H as amended from time to time, shall apply to the violating establishments
4. The operational guide shall form an integral part of this Decision .
5. This Decision shall be posted on the Ministry's website, along with the operational guide and shall enter into effect at the date of issuance thereof
6. The Deputy Minister shall take the necessary actions to implement the Decision.

God Bless,

Minister of Human Resources and Social Development

Eng. Ahmed Bin Suleiman Al-Rajhi

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